



## Judo Ontario Inclusion Policy

<b>Approval Authority</b>	Board of Directors	June 25 <sup>th</sup> , 2023
<b>Next Review</b>	2026	



## POLICY STATEMENT

1. Judo Ontario is committed to equity and inclusion for all its stakeholders by ensuring equal and fair opportunities for all members to participate in judo and to derive the benefits of good governance, as well as excellence in programming, training, and coaching.
2. Compliance with this policy shall have implications for all other Judo Ontario policies and sanctioned events. It shall be operationalized in accordance with Judo Ontario, the provincial sport organization (PSO), and Judo Canada, the national sport organization (NSO).
3. To support participation and the pursuit of excellence in judo, this policy and all Judo Ontario programs and events support inclusion, particularly for, but not limited to, the under-represented populations of Ontario, including: women and girls, children in low-income households, Indigenous peoples, persons with disabilities, older Ontarians, newcomers to Canada, and people who are Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Two-Spirit, Plus other gender and sexual identities not yet fully described by the this acronym (LGBTQIA2S+).

## PURPOSE

4. Inclusion is the removal of physical, cultural, economic, and attitudinal barriers to ensure that no one is excluded from sport or physical activity. True inclusion involves authentic and empowered participation and a true sense of belonging for all participants.<sup>i</sup>
5. The intent of this policy is the participation by individuals of all demographic groups, particularly those of under-represented populations, and to encourage them to become involved with Judo Ontario as members, athletes, coaches, instructors, referees and other officials, volunteers, staff, sponsors, vendors, spectators, and fans.<sup>ii</sup>

---

### Definitions, Resources, and Sources

<sup>i</sup> **Inclusion:** Canadian Women and Sport. Glossary | Canadian Women & Sport ([womenandsport.ca](http://womenandsport.ca))

<sup>ii</sup> **Types of Participation:** Modified from the Judo Canada Equity, Diversity, and Inclusion (EDI) Policy